

C-7U  
3/20/13

**2013 POA NEGOTIATIONS**  
**CITY'S INITIAL LIST OF NEGOTIATION INTERESTS & ISSUES**

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*The City wishes to raise the following issues to the extent that they are mandatory subjects of bargaining. The City reserves the right to modify, amend and/or add issues to raise during bargaining to the extent that such issues are mandatory subjects of bargaining.*

**TERM**

1. Term of agreement

**PAY**

2. Wages

**PAYCHECKS**

3. Language changes

**EDUCATION INCENTIVE AND REIMBURSEMENT**

4. Discussion of POST Pay

**ELIGIBILITY FOR PREMIUM PAYS DURING PAID LEAVE**

5. Limit eligibility for premium pays during paid leave

**HOURS OF WORK AND OVERTIME**

6. Executive leave in lieu of overtime for Police Captains

**SICK LEAVE**

7. Sick leave payout for current employees
8. Sick leave payout for new employees

**OUTSOURCING/CIVILIANIZATION**

9. Community Service Officers

**HEALTH BENEFITS**

10. Healthcare Plans

**INTEREST ARBITRATION**

11. Update language to reflect changes to interest arbitration

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**GRIEVANCE PROCEDURE**

- 12. Disciplinary Grievances
- 13. Consolidated Arbitration
- 14. Immediate Arbitration
- 15. Arbitration list costs

**TRANSFER POLICY**

- 16. Changes to Transfer Policies

**POLICE VEHICLE**

- 17. Police vehicles language changes

**PROMOTIONAL MOA**

- 18. Promotional MOA language changes

**COMMUNITY POLICING- ASSIGNMENTS**

- 19. Term of shift change

**WEAPONS**

- 20. Changes to weapons language

**OTHER**

- 21. Housekeeping
  - a. Updating dates
  - b. Revise outdated language/items
  - c. Revise typographical errors
  - d. Add purchase of canine language to contract